

Security Services

Request for Proposal: Questions & Responses

October 22, 2010

1. Are there minimum wage requirements for security guards?

Please refer to the RFP at page 1, Minimum Requirements: “Vendors must be party to both the 12/1/2007 collective bargaining agreement with the Service Employees International Union, local 24/7 (San Francisco), and the 3/1/2008 collective bargaining agreement with the Service Employees International Union, local 2006 (Los Angeles).” Minimum wages are dictated by these collective bargaining agreements.

In addition, please refer to the RFP at page 9, Section III.A.11, which instructs vendors to base their cost proposals on the State Bar’s current staffing levels as noted in Attachment A, Itemized Cost Proposal.

2. How will wages be determined for supervisors and managers if they do not have minimum wage requirements dictated by collective bargaining agreements?

Please refer to the RFP at page 9, Section III.A.11, which instructs vendors to base their cost proposals on the State Bar’s current staffing levels as noted in Attachment A, Itemized Cost Proposal. As stated in Section III.A.11.b, rates for supervising guards and account managers are placeholder rates for the purpose of the RFP, and will be adjusted based on the classification and experience level of the specific individuals chosen for these positions.

3. The RFP indicates that the State Bar may wish to retain individuals employed by its current security vendors, even if the contract is awarded to a new vendor. Do you know specifically which employees, or how many, you would retain?

That decision will be made after the contract is awarded.

4. Will the State Bar, as a State entity, require its security vendor to comply with city/county laws regarding wages, benefits and working conditions?

As stated in the RFP at page 1, Minimum Requirements, vendors must be party to the collective bargaining agreements with the security guard unions in San Francisco and Los Angeles. Those agreements, presumably, cover all relevant Human Resources requirements that vendors must follow with their own employees.

In addition, please refer to the RFP at page 17-18, Section IV.H, which states that vendors must agree to comply with all applicable federal, state and local laws and regulations; and to page 15, Section IV.D, which states that vendors must indemnify the State Bar against any claims arising out of vendors’ breach of any statutory or regulatory obligations.

The State Bar cannot provide legal advice as to whether a particular business is entitled to invoke an exemption to any federal, state or local laws.

5. Is the State Bar's ability to pay its vendors impacted by the State of California's current budget crisis?

As a public corporation, the State Bar is not part of the larger State of California budget process. The State Bar's programs are financed primarily through fees paid by attorneys, and by applicants to practice law. The State Bar's authority to collect those fees is subject, in part, to annual legislative action.

6. The State Bar has asked for references from current clients who have used the vendor's services "for the same type of facility and environment." What do you mean by that?

Multi-story office buildings, as opposed to, for example, retail establishments or industrial sites.

7. The State Bar has asked for references from current clients in San Francisco and Los Angeles. Can you clarify this geographic requirement?

The San Francisco Bay Area and Los Angeles County.

8. What are the security guards' functions with regard to metal detectors and x-ray machines?

Visitors are screened through a walk-through metal detector and, when necessary, further screened with a metal detector wand. Briefcases, purses or packages brought by visitors, and courier and mail deliveries, are screened through an x-ray machine and/or inspected manually.

9. Do the guards patrol within the office?

In San Francisco, where the State Bar is the landlord and controls access at the building entrance, guards do not generally patrol within the office, but are stationed at secondary access points such as the entrance to the courtroom area or the conference center.

In Los Angeles, where the State Bar is a tenant and does not control access at the building entrance, guards make regular patrols throughout the office, in addition to being stationed at access points such as the main reception area, courtroom area and conference center.